

EXTENSIONS OF REMARKS

CONGRATULATIONS TO SPEAKER HASTERT

HON. J. DENNIS HASTERT

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Mr. HASTERT. Mr. Speaker, I submit the following letter for the CONGRESSIONAL RECORD.

MARCH 14, 1999.

Hon. DENNIS HASTERT,
Speaker of the United States House of Representatives,
Washington, DC.

DEAR MR. SPEAKER HASTERT: With praise and thanks to Almighty God we wish to congratulate you on your elevation to Speaker of the House of Representatives. As priests in the Diocese of Rockford and currently stationed at Holy Angels Catholic Parish in Aurora, Illinois, it is with great joy that one so close to us has been appointed to such a position of responsibility. We know you will fulfill your duties with dignity and grace.

Mr. Philip Kaim is now studying for the priesthood for our diocese. He is particularly proud of your achievement. We are praying for him as we are sure you are, as well.

With every good wish in the Lord Jesus we remain,

Rev. GERALD KOBEMAN.
Rev. DANIEL DEUTSCH.
Rev. BRIAN GEARY.

HONORING JOAN AND STANFORD ALEXANDER—DISTINGUISHED LEADERSHIP AWARD 1999 RECIPIENTS

HON. KEN BENTSEN

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Mr. BENTSEN. Mr. Speaker, I rise to honor Joan and Stanford Alexander for their outstanding contributions to the American Israel Public Affairs Committee in both Houston and nationally.

An underlying principle of AIPAC is that dedicated individuals can make a difference in Israel's future by strengthening relations between America and Israel. The Alexanders' work on behalf of this goal is nothing short of exceptional. The Melvin A. Dow Distinguished Leadership Award was established in 1998 to honor those individuals who have had a powerful impact on the Houston pro-Israel community. On March 29, 1999 AIPAC presents the Melvin A. Dow Distinguished Leadership Award to Joan and Stanford Alexander.

The Alexanders embody leadership and altruism that is inspiring. Joan and Stanford have been highly involved with AIPAC for many years, both on local and national levels. Joan served as South Texas State co-Chair, promoting grassroots awareness of the organization, and both are instrumental in the growth of its membership base. They also have participated in the National Council and currently serve on the National Executive Committee, where they work with top AIPAC leadership from across the country in establishing AIPAC

national policy and objectives. Additionally, they have played a major role in the University of Houston Jewish Studies Program, the Houston Food Bank, S.E.A.R.C.H. House of Tiny Treasures and Dress for Success. Through their efforts of lobbying and educating key elected officials, the Alexanders have developed outstanding personal relationships with members of Congress, the Administration, and State officials as well.

The Alexanders have been involved in AIPAC for over two decades. They have recognized that Israel's security could not be guaranteed by philanthropy alone and the involvement of the United States Congress would be vital to maintaining Israel's economic prosperity and national security in the Middle East. Whether hosting Senators in their home to discuss policy issues or traveling to Washington, DC, to lobby a Congressman, the Alexanders are activists who have turned their passion for the State of Israel into action on behalf of a strong alliance between the two countries in whose ideals and foundations they so strongly believe.

It is a great tribute to Joan and Stanford Alexander that AIPAC is bestowing them with the 1999 Melvin A. Dow Distinguished Leadership Award. Their achievements are an inspiration to the numerous leaders who work tirelessly to strengthen our community and our relations with the state of Israel.

Mr. Speaker, I congratulate Joan and Stanford Alexander on receiving the Melvin A. Dow Distinguished Leadership Award. Their service to our country and Houston will not be forgotten.

MATHEW SILVINO ROMAN ACHIEVES EAGLE SCOUT RANK

HON. SOLOMON P. ORTIZ

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Mr. ORTIZ. Mr. Speaker, I rise today to pay tribute to an outstanding young man, Mathew Silvino Roman, who has distinguished himself by achieving the rank of Eagle Scout in the Boy Scouts of America. He will be recognized for this honor in May.

I am proud to join the chorus of Mathew's family and friends in congratulating him on attaining this high honor. The Boy Scouts really do teach lessons in life and build a foundation for responsible citizenship. This achievement gives young men a solid start on college and adulthood.

Mathew has a sense of adventure, perhaps the most telling legacy of the Boy Scouts in America. His activities show him to be a leader and a young man who knows what is important in life. He has even added the "Ad Altari Dei" Medal to his vast collection; it is the Catholic Church's religion medal in scouting.

Mathew is a young scientist, with a flare for musical talent. He has consistently made outstanding grades throughout his school years, including his current advanced classes.

This is a young man dedicated to the finest tradition of citizenship, faith, service, scholar-

ship, and talent. Please join me in commending this new Eagle Scout.

THE 100TH ANNIVERSARY OF THE BOROUGH OF FLORHAM PARK, COUNTY OF MORRIS, NEW JERSEY

HON. RODNEY P. FRELINGHUYSEN

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Mr. FRELINGHUYSEN. Mr. Speaker, I rise today to congratulate the people of the Borough of Florham Park, County of Morris, New Jersey, as they commemorate the 100th anniversary of the incorporation of their community.

Florham Park was founded on March 20, 1899, but history of this community began in 1708. In that year, John Campfield of Newark and John Hopping of Elizabethtown and his family settled here. This growing settlement was a legal part of larger township; first Whippany then Hanover Township in 1718, then Chatham Township, until it was founded 100 years ago as the Borough of Florham Park.

After the Revolutionary War, the settlement grew into a prosperous farming community. High quality brooms from broomcorn became the trademark of the community. These brooms could be found on doorsteps in Newark, New York City, and Trenton. The community became better known as Broomtown in the end of the 18th century.

In the later part of the 19th century the southeastern part of Morris became an attractive vacation resort. Hamilton McKeon Twombly and his wife Florence Vanderbilt and Dr. Leslie D. Ward built their large estates in this community and opened part of them to the public. Not favoring high taxes, these two men petitioned to create their own town that was made a legal entity on March 20, 1899.

The new borough began with a population of 800 with 170 legal voters. The community had only an active volunteer Fire Department and truck house, the Little Red School House, Calvary Chapel, a Post Office and St. Elizabeth's Academy.

In Florham Park's first 100 years it has blossomed into a well-rounded suburban town. The community now consists of a municipal building, four shopping centers, three public schools, two assisted-living facilities, a post office, an excellent library, a recreational facility, and it hosts Fairleigh Dickinson University and St. Elizabeth's College and Academy.

Mr. Speaker, for the past 100 years the Borough of Florham Park has prospered as a community and continues to flourish today. By all accounts, it will continue to prosper in the future and I ask you, Mr. Speaker, and my colleagues to congratulate all residents of Florham Park on the special anniversary year.

• This "bullet" symbol identifies statements or insertions which are not spoken by a Member of the Senate on the floor.

Matter set in this typeface indicates words inserted or appended, rather than spoken, by a Member of the House on the floor.

A TRIBUTE TO THE STONY BROOK
ROTARY CLUB ON ITS 50TH AN-
NIVERSARY

HON. MICHAEL P. FORBES

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Mr. FORBES. Mr. Speaker, I rise today to pay tribute to the Stony Brook Rotary Club, an invaluable community service organization that is celebrating its 50th anniversary. For the past half century the Stony Brook Rotary Club has lived up to the spirit of Rotary International by serving the needs of the children and elderly, and the disadvantaged of this Eastern Long Island community.

The charities and community programs that the members of the Stony Brook Rotary Club support have a profound effect on the quality of life of so many of my neighbors here on Long Island. In the interest of time, I can name but a few, they include the Rotary International Student Exchange Program, scholarships for local high school students, Meals on Wheels, the Salvation Army, Boy Scouts and Girl Scouts, the Comsewogue Youth Bureau, Special Olympics to Crime Stoppers and regular food drives.

In its first fifty years of existence, the members of the Stony Brook Rotary Club's singular significant service to the community is its outstanding work in the Gift of Life Program and the Polio-Plus Drive. The Gift of Life Program is a humanitarian effort providing life-saving open heart surgery to children from infancy to 21 years of age, with many of the children coming from underdeveloped countries where such surgery is nonexistent. The Stony Brook Rotary Club contributes its time and resources to the care and welfare of these children, and works with the World Health Organization to reduce the threat of polio to children in Third World countries through the Polio-Plus Drive.

The Stony Brook Rotary Club was founded in May 1949 when the Port Jefferson Rotary Club sponsored the formation of a new club in the growing Three Village community. Here on the East End of Long Island, just as they do across America, we treasure the close-knit, community spirit of our towns and villages, where neighbors help each other through times of need. Mr. Speaker, Stony Brook is a community where residents are committed to helping those in need, whether it's feeding a hungry child, helping a talented student afford a college education or caring for an elderly neighbor.

That is why I ask my colleagues in the U.S. House of Representatives to join me in saluting the Stony Brook Rotary Club on its 50th anniversary. For half a century, the Rotary Club has done more than just help neighbors who need it, or provide opportunities for their children. The Rotary Club has also provided the citizens of Stony Brook the opportunity to express their strong love for their community by getting involved and by helping their neighbors. Congratulations to the Stony Brook Rotary Club, and may it enjoy many more happy anniversaries to come.

SPECIAL RECOGNITION OF
PROLOGUE, INC.

HON. JANICE D. SCHAKOWSKY

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Ms. SCHAKOWSKY. Mr. Speaker, I rise today to praise the vision, tireless work, and unwavering commitment of the men and women of Prologue, Inc. For the past twenty-five years, Prologue, Inc. has provided an invaluable service to thousands of Chicago residents, especially in the Uptown, Edgewater, Lawndale, Woodlawn, Englewood, and South Shore communities.

Through its high school diploma program, Prologue, Inc. has assisted hundreds of out-of-school youths and older adults to receive their high school diplomas or their GED. In the past fifteen years, Prologue, Inc. has provided adult education and English as a Second language classes to more than 1000 adults.

Prologue, Inc. has also established an intergenerational alternative education program, and has provided community-based educational, counseling, and referral services for low-income juvenile offenders.

Furthermore, more than 200 low-income families will have an opportunity to participate in Prologue's citywide welfare-to-work initiative. Through this program, families in need will have the opportunity to receive employment training and placement assistance.

Prologue, Inc. is a champion for Chicago families. This community-based organization is improving the quality of life for thousands by helping to deliver a brighter future to those in need.

DECLARATION OF POLICY OF THE
UNITED STATES CONCERNING
NATIONAL MISSILE DEFENSE
DEPLOYMENT

SPEECH OF

HON. SHEILA JACKSON-LEE

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 18, 1999

Ms. JACKSON-LEE of Texas. Mr. Speaker, I rise in support of H.R. 4. This bill declares it to be the policy of the United States to deploy a national missile defense.

This bill continues this body's tradition and mission to provide for the safety and security of our democracy and its citizens. If we can develop a system that can prove itself, in rigorous testing, capable of protecting this country from a limited missile attack, then I think we should support this project. I support this bill because of the importance of America's national security.

In recent years, ballistic missile and weapons of mass destruction technologies have proliferated at an alarming rate. The threat presented by these technologies, particularly from rogue states such as North Korea, Iraq, Libya and Iran, is growing more serious by the day. During the 105th Congress a bipartisan commission of national security experts was established to examine the threat to U.S. security. The commission's conclusions released in July 1998, indicate the threat posed to the United States by nations seeking to acquire

ballistic missiles and weapons of mass destruction "is broader, more mature and evolving more rapidly than has been reported in estimates and reports by the intelligence community." In its conclusion the commission highlighted that the United States might have little or no warning before a ballistic missile threat is known.

While the growing threat is sobering, we should be realistic in our pursuit of a national missile defense. At present Mr. Speaker, we do not have a system ready for deployment. In five tests of the anti-missile interceptor known as THAAD, anti-missile interceptors have failed to hit a single target. We are a long way from being able to defend against a deliberate attack by a well-armed adversary let alone an accidental launch.

I support this bill not because of the near term reality of a missile defense system but because of the growing threat to our national security. I further support this bill because of its limited scope. The bill does not say what will be deployed, when it will be deployed, or where it will be deployed. It would be imprudent for Congress to rush the technological development of a system, which remains unproven. If we deploy a system just for the sake of deploying a system we would be doing a grave disservice to the American people.

In addition to deploying a system, which is cost effective and reliable, we also must consider the effect of a national missile defense on current treaties. We cannot push a national missile defense system so as to undermine the Strategic Arms Reduction Treaty (START II) or the potential to further reduce weapons of mass destruction in future treaties.

In adopting today's bipartisan bill, this body is signaling its commitment to the future defense of our Republic. Missile defense is but one prong of a successful strategy against weapons of mass destruction that has been followed by the Clinton Administration and this Congress. The first prong of this strategy is the prevention of threats through arms control and nonproliferation treaties. Included in the first prong is disarmament assistance to the former Soviet Union and multilateral export controls. The second prong of our defense has been deterrence by maintaining the strength of the U.S. armed forces.

I would have preferred to have the opportunity to vote for the Allen amendment. This amendment would have ensured that the deployment of a national missile defense was based on technology, threat and affordability.

While I support this resolution, I will be monitoring the progress of the development of the national missile defense system to ensure that it does not become a reckless waste of the American taxpayer's money. I would prefer to see a cost-effective system, which is ground based. Mr. Speaker, all Americans are concerned about the security of our nation and the protection of its citizens.

As we proceed with the development of the national missile defense we should not lose sight of the successes which the first two prongs of our strategy have had in the defense against weapons of mass destruction. We would also be unwise not to heed the warnings of our intelligence community; this is why I will support the development of a national missile defense.

CURTIS RATCLIFF REMEMBERED
AS FRIEND OF TAXPAYERS**HON. CHARLES H. TAYLOR**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Mr. TAYLOR of North Carolina. Mr. Speaker, Buncombe County, Western North Carolina and America lost a true leader this week, R. Curtis Ratcliff. "Curt" was a leader in Buncombe County government for nearly two decades and fighter for the taxpayers. I am honored to share with my colleagues The Asheville Citizen Times of March 18th appreciation of Curt.

[From the Asheville Citizen Times, Mar. 18, 1999]

RATCLIFF REMEMBERED AS FRIEND TO
TAXPAYERS

(By Barbara Blake)

LEICESTER—R. Curtis "Curt" Ratcliff was a man who ruffled plenty of political feathers during his 16 years at the helm of Buncombe County government. But few would argue with the fact that he was a champion of the "little man" and a passionate advocate for county taxpayers.

Ratcliff, who died Monday at age 69, had friends and foes in the political arena. But community leaders who worked with Ratcliff during more than two decades in public service said Wednesday he was a man of his word, a tireless proponent of fiscal responsibility and a friend to the community.

"Sure, there were partisan politics," said former County Commissioner Doris Giezantanner, one of many Democrats who squabbled with the Republican leader during his four terms as chairman of the county board.

"That always happens on a mixed board or even one that is one party or another," Giezantanner said. "But it's quickly forgotten; I will always remember Curtis as a kind, generous person even when we differed politically."

Ratcliff, who served as commission chairman from 1972 until he was defeated in 1988 by UNCA political science professor Eugene Rainey, differed politically with a lot of elected officials over the years—sometimes even those of his own party, if they seemed to favor citizens inside rather than outside the city of Asheville.

Former Asheville Mayor Louis Bisette was one of them—a Republican, but a champion of the city's interests in divisive issues like the revamping of the city-county water agreement.

"There were some very difficult issues that arose during the 1980s between the city of Asheville and Buncombe County," Bisette said. "But even in the midst of those emotional times, I always found you could depend on Curt Ratcliff's word, and he always acted in what he believed to be the best interests of the people of Buncombe County."

Tom Sobol, current chairman of the board, was a newcomer during Ratcliff's last term, 1984-88. One of two Democrats—with Giezantanner—on the five-member commission, Sobol clashed frequently with the Republican leader.

"Even though I was in the minority party, Curt was always up front and totally honest with me on every issue that came up," Sobol said. "We had different political philosophies, but he was always up front about where he was going to be (on an issue) and what was going to happen."

Ratcliff also kept his door open to the freshman commissioner and offered help when it was needed.

"I never went into Curt's office that he wouldn't take time to explain to me the workings of some county government problem I had a question about," Sobol said. "That meant a great deal to me, that he would take time to deal with me when he didn't have to."

Former Republican Commissioner Jesse Ledbetter, who served two terms with Ratcliff, said the long-time chairman was "an advocate for the little people of Buncombe County, particularly those living outside the city."

"During this century, I do not know of a better friend to the taxpayers than Curt Ratcliff was," Ledbetter said. "He was always very meticulous in the wise use of public funds, and in safeguarding all public assets."

"He was a good friend in every way," Ledbetter said.

EMPLOYEE PENSION PORTABILITY
AND ACCOUNTABILITY ACT**HON. RICHARD E. NEAL**

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Monday, March 22, 1999

Mr. NEAL of Massachusetts. Mr. Speaker, today I am introducing the Administration's pension proposals contained in its fiscal year 2000 budget submission to the 106th Congress. These proposals build on previous efforts to improve the chances for every American to have a secure retirement of which an adequate level of retirement income is a crucial factor. The proposals are aimed at making it easier for employers to offer pension plans, and for employees to retain their pension benefits when switching jobs. Proposals to encourage small businesses to establish pension plans, and to encourage more individuals to utilize retirement accounts are included. In addition, the Administration's pension proposals also contain numerous simplification initiatives.

As we all know, it is assumed that every worker will have retirement income from three different sources—social security, private pensions, and personal savings. This so-called three-legged stool does not exist for many workers, either because they work for employers who do not offer a pension plan, or the benefits offered are inadequate, or because some employees earn too little to save for their retirement on their own. While the 106th Congress is expected to address the problems of the social security system, it is imperative that this Congress expand and improve the private pension system as well.

Many workers, like federal workers in FERS, are eligible to save for their retirement through social security, a defined benefit plan, a defined contribution plan, and hopefully through personal savings. In general, employers in the private sector, however, have moved away from offering defined benefit plans, much to the detriment of overall retirement savings. Since 1985, the number of defined benefit plans has fallen from 114,000 to 45,000 last year. The number of defined contribution plans, conversely, has tripled over the last twenty years. While defined contribution plans have the advantage of being highly portable, and are an important source of savings, it is also important to remember that defined contribution plans were intended to supplement, rather than be a primary source of, retirement income.

In addition, we cannot ignore the fact that women and minorities face special challenges in obtaining adequate retirement savings. For women, this is directly related to employment patterns. Women are more likely to move in and out of the workforce to take care of children or parents, work in sectors of the economy that have low pension coverage rates, and earn only 72 percent of what men earn. Fifty-two percent of working women do not have pension coverage, and 75 percent of women who work part-time lack coverage. For minorities, lack of pension coverage and a lower pension benefit level is often related to low wages. While 52 percent of white retirees receive an employment-based pension at age 55, only 32 percent of Hispanic Americans and 40 percent of African Americans receive such pensions.

While these problems cannot be solved overnight, it is necessary for us to make improvements in the pension system whenever there is an opportunity. I believe we have been provided with just such an opportunity in this Congress, and we should seize that opportunity. The Administration's proposals incorporated into this bill take an important step forward. I encourage my colleagues to join me in making improved pensions a reality for many American workers.

THE EMPLOYEE PENSION PORTABILITY AND
ACCOUNTABILITY ACT OF 1999

SECTION BY SECTION

Section 1. Short Title.

This legislation is entitled the Employee Pension Portability and Accountability Act of 1999.

Section 2. Payroll Deduction for Retirement Savings.

This section is intended to promote increased retirement savings among employees. Employees could elect to have contributions, up to a total of \$2,000, withheld during the year from their paychecks and contributed to an IRA. Under this Section, employees who are eligible for a deductible IRA could elect to have pre-tax contributions withheld by their employer and deposited to their IRA. These IRA contributions generally would be excluded from taxable income on the W-2 rather than deducted from income on the individual's tax return. However, the amounts would be subject to employment taxes (FICA) and would be reported as contributions to an IRA on the employee's Form W-2. If at the end of the year, the employee is determined not to be eligible for any portion of the \$2,000 contribution, the employee would be required to include such amounts as income for that taxable year.

The legislative history under this Section also would clarify that employees not eligible for a deductible IRA could use payroll deductions of after tax amounts as contributions to a nondeductible IRA or Roth IRA. Such an arrangement would not constitute the employer sponsoring a plan.

The provision would be effective for taxable years beginning after December 31, 1999.

Section 3. Credit for Pension Plan Startup Costs of Small Employers.

The credit provided under this Section is intended to be an additional incentive to employers, especially small employers who may not otherwise establish a plan because of high start-up costs. Under this Section, the employer could claim a credit for up to three years after establishing a new qualified defined benefit plan or defined contribution plan including a section 401(k), a SIMPLE, SEP, or IRA payroll deduction arrangement. The credit for the first year of the plan is 50

percent of up to \$2,000 in administrative and retirement education expenses. For the second and the third year, the credit would be 50 percent of up to \$1000 of such expenses.

For purposes of the credit, an eligible employer is one who employs no more than 100 employees in the preceding tax year and the compensation of each employee was at least \$5,000 for the year. The employer would be eligible only if such employer did not have a retirement plan prior to establishing the new plan. In addition, the new plan must cover at least 2 employees, and must be made available to all employees who have worked with the employer for at least three months.

The credit is effective beginning in the year of enactment and would be available only for plans established on or before December 31, 2000. Thus if an eligible employer established a plan in the year 2000, the credit would be available for the years 2000, 2001, and 2002.

Section 4. Secure Money Annuity or Retirement Trusts (SMART).

This Section creates a simplified defined benefit plan. As in all defined benefit plans, contributions are made by the employer. The plan would be available to employers with no more than 100 employees who received at least \$5,000 in compensation in the prior year. In addition, the employer could not have maintained a defined benefit plan or money purchase plan within the preceding five years. The plan generally would be available to all employees who have completed two years of service with the employer and earned at least \$5,000 in compensation. Like all other qualified plans, contributions to the SMART plan would be excludable from income, earnings would be accumulated tax-free, and distributions at the time the distribution is made would be subject to income tax (unless rolled over). Participants would be guaranteed a minimum annual benefit upon retirement, but could receive a larger benefit if the return on the plan assets exceeds specified conservative assumptions. The employee would be guaranteed a minimum annual benefit upon retirement which would be equal to 1 or 2 percent of the employee's compensation plus a minimum rate of return of 5 percent. The minimum annual benefit would be computed based on the employee's average compensation with the employer, the number of years worked, and the percentage elected by the employer. Thus, an employee with 25 years of service, whose average salary was \$50,000, and whose employer elected a 2 percent benefit would receive an annual benefit of \$25,000 at retirement (age 65). The guaranteed benefit requirement could result in some employers making additional contributions to the employees' account if the rate of return plus the contributions do not produce sufficient assets to pay the minimum guaranteed benefit. If the rate of return exceeds 5 percent, the employee would receive a benefit greater than the minimum guaranteed benefit. The Pension Benefit Guaranty Corporation (PBGC) would provide insurance to ensure the payment of the guaranteed benefit.

To permit catch-up contributions on behalf of workers (especially workers nearing retirement age) for the years a retirement plan was not available, an employer could elect a benefit equal to 3 percent of compensation for the first 5 years the plan is in existence. This higher percentage would be elected in lieu of 1 or 2 percent and would have to be made available to all employees. The maximum amount of compensation that could be taken into account for purposes of determining the annual benefit would be \$100,000 indexed for inflation.

Employees would immediately vest in the contributions made and the earnings that ac-

crued under the plan. Benefits in the account would be treated as all other qualified pension plans, i.e., the contributions or earnings would not be taxable to the employee in the year made (or earned) and the employer would be permitted to deduct currently the contributions made to the plan. Distributions from the plan would be taxable to the employee upon distribution except where the balance is directly rolled over from a SMART plan to another SMART plan by the trustee of the plan.

The provision would be effective for calendar years beginning after December 31, 1999.

Section 5. Faster Vesting of Employer Matching Contributions.

This section changes the vesting requirement for employer contributions. Under current law, employer matching contributions vest after either 5 years cliff vesting or 7 years graded vesting. Under the 5-year vesting, an employee becomes fully vested (i.e., full rights) to employer contributions after the employee has completed five years of service with the employer. If the years of service is less than 5 years, the employee does not vest in any portion of the contributions. Under 7-year graded vesting, the employee becomes fully vested to the employer contributions in increments of 20 percent, which begins after the employee completes three years of service, and is fully vested after seven years of service. Under this provision, the 5-year cliff and the 7-year graded vesting schedules would be modified to provide for 3 year cliff vesting and 6 year graded vesting. The 6 year vesting would begin after the employee has completed two years of service. The vesting schedules would apply for all employer matching contributions made under any qualified plan.

The provision would be effective for plan years beginning after December 31, 1999.

Section 6A. Pension Right to Know Proposals.

This provision would modify current law with respect to a written waiver of a survivor annuity. Under current law, the plan participant (not the spouse) is provided with a written explanation of terms and conditions of the survivor benefit. This provision would require that the same written information provided to the plan participant also is provided to the spouse. This would help the spouse to fully understand both his or her rights under the plan, and the full implication of a waiver of those rights.

This provision would be effective for plan years beginning after December 31, 1999.

Section 6B. Right to Know Pension Plan Distribution Information.

This provision would require employers who use one of the 401(k) safe harbor plan designs to provide employees with sufficient notice that would afford them the real opportunity to make an informed decision regarding electing to contribute (or modify a prior election) to the employer-sponsored plan. The employee would be provided at least a 60-day period before the beginning of each year and a 60-day period when he or she first becomes eligible to participate. In addition, the current requirement that employers notify eligible employees of their rights to make contributions, as well as notify them of the employer contributions formula being used under the plan, would be modified to require that such notice be given within a reasonable period of time before the 60-day period, rather than before the beginning of the year.

This provision would be effective for plan years beginning after December 31, 1999.

Section 7. Mandatory 1 Percent Employer Contribution Required Under Alternative Methods of meeting Nondiscrimination Requirements for 401(k) Plans.

This Section modifies 401(k) matching formula safe harbor by requiring that, in addition to the matching contribution, employers would make a contribution of 1 percent of compensation for each eligible non-highly compensated employee, regardless of whether the employee makes elective contributions. This contribution shows the value of tax-deferred compounding. This provision would not apply where the employer uses the safe harbor design under which the employer contributes 3 percent of compensation on the behalf of each eligible employee without regard to whether the employee makes an elective contribution.

This provision would be effective for plan years beginning after December 31, 1999.

Section 8. Definition of Highly Compensated Employees.

Under current law, a highly compensated employee is defined as an employee who was a 5 percent owner of the employer at any time during the preceding year, or had compensation of \$80,000, and if the employer elects, was in the top-paid group of employees for the preceding year. An employee is in the top-paid group if the employee was among the top 20 percent of employees of the employer when ranked on basis of compensation paid to employees in previous years. This Section eliminates the top-paid group from the definition highly compensated employee. Thus, the level of compensation earned or ownership determines whether the employee is highly compensated.

This provision would be effective for plan years beginning after December 31, 1999.

Section 9. Treatment of Multiemployer Plans under section 415.

This Section would repeal the 100 percent-of-compensation limit, but not the \$130,000 limit for such plans. Also, it would exempt certain survivor and disability benefits from the adjustments for early commencement and participation, and service of less than 10 years.

This provision would be effective for plan years beginning after December 31, 1999.

Section 10. Full Funding Limitation for Multiemployer Plans.

This Section would eliminate the limit on deductible contributions based on a specified percentage of current liability. The annual deduction for contributions to such a plan would be limited to the amount by which the plan's accrued liability exceeds the value of the plan's assets.

This provision would be effective for plan years beginning after December 31, 1999.

Section 11. Elimination of Partial Termination Rules for Multiemployer Plans.

Under current law, when a qualified retirement plan is terminated, all plan participants are required to become 100 percent vested in their accrued benefits to the extent those benefits are funded. In the case of certain "partial termination" that is not actual plan termination, all affected employees must become 100 percent vested in their benefits accrued to the date of the termination, to the extent the benefits are funded. Partial terminations generally occur when there is a significant reduction in workforce covered by the plan. This Section repeals the requirement that affected participants become 100 percent vested in their accrued benefits upon the partial termination of qualified multi-employer retirement plan.

This provision would be effective for partial terminations occurring after December 31, 1999.

Sec. 12. Rollovers Between Qualified Retirement Plans and Section 403(b) Tax-Sheltered Annuities.

Under current law, rules governing eligible rollover distributions do not permit rollover of funds from a section 403(b) tax-sheltered annuity to another type of qualified retirement plan. Amounts saved in a section 403(b) tax-sheltered annuity only can be rolled over to another section 403(b) tax-sheltered annuity. This Section would allow an eligible rollover distribution to be rolled over to a qualified retirement plan, a section 403(b) tax-sheltered annuity, or a traditional IRA. Also, an eligible rollover distribution from a section 403(b) tax-sheltered annuity, could be rolled over to another section 403(b) tax-sheltered annuity, a qualified retirement plan, or a traditional IRA.

This provision would be effective for distributions after December 31, 1999.

Sec. 13. Rollover of Contributions From Non-Qualified Deferred Compensation Plans of State and Local Governments to IRAs.

Current law does not permit participants of eligible non-qualified deferred compensation plans of States and local governments (section 457 plans) to roll over distributions from these plans to an IRA. This Section would allow participants of section 457 plans to roll over distributions from these plans to an IRA.

This provision would be effective for distributions after December 31, 1999.

Sec. 14. Rollover of IRA Contributions To A Qualified Retirement Plan.

Current law does not allow contributions made to an IRA, not including rollover con-

tributions from a qualified retirement plan or a section 403(b) tax-sheltered annuity, to be rolled over to an employer-sponsored qualified retirement plan. This provision would allow individuals to roll over these traditional IRA contributions to a qualified plan, including section 403(b) tax-sheltered annuities.

This provision would be effective for distributions after December 31, 1999.

Sec. 15. Rollover of After-Tax Contributions.

Current law permits employees to make after-tax contributions to qualified retirement plans but they are not allowed to roll over distribution of these amounts either to an IRA or a qualified retirement plan. This provision would allow employees to roll over their after-tax contributions as part of an eligible rollover to a traditional IRA or an employer-sponsored qualified plan provided that the receiving plan or IRA provider agrees to track and report the after-tax portion of the rollover contribution for the individual.

This provision would be effective for distributions after December 31, 1999.

Sec. 16. Purchase of Service Credit in Governmental Defined Benefit Plans.

This provision would permit employees of State and local governments, particular teachers, who often move between States and school districts in the course of their careers to make tax-free transfers from their section 403(b) tax-sheltered annuities of governmental section 457 plans to purchase service credits under their defined benefit plan.

This provision would be effective for distributions after December 31, 1999.

Sec. 17. Modifications to Joint and Survivor Annuity Requirements.

This provision would modify current law to provide that retirement plans which are required to provide a joint and survivor annuity option must include the option under which the plan participant could elect to receive a lifetime benefit equal to at least 75 percent of the benefit, to be paid to the surviving spouse, the couple received while both were alive. Under current law, a joint survivor annuity provides for a benefit of 50 percent of the benefit received while both are alive.

This provision would be effective for plan years beginning after December 31, 1999, with an extended effective date for plans maintained pursuant to a collective bargaining agreement.

Sec. 18. Period of Family and Medical Leave Treated as Hours of Service for Pension Participation and Vesting.

This provision would allow leave taken by an employee under the Family and Medical Leave Act (FMLA) to be taken into account for purposes of (a) determining the employee's eligibility to participate in the employer-sponsored plan, and (b) vesting in benefits accrued to the employee's retirement account/plan.

This provision would be effective for plan years beginning after December 31, 1999.

SENATE COMMITTEE MEETINGS

Title IV of Senate Resolution 4, agreed to by the Senate on February 4, 1977, calls for establishment of a system for a computerized schedule of all meetings and hearings of Senate committees, subcommittees, joint committees, and committees of conference. This title requires all such committees to notify the Office of the Senate Daily Digest—designated by the Rules committee—of the time, place, and purpose of the meetings, when scheduled, and any cancellations or changes in the meetings as they occur.

As an additional procedure along with the computerization of this information, the Office of the Senate Daily Digest will prepare this information for printing in the Extensions of Remarks section of the CONGRESSIONAL RECORD on Monday and Wednesday of each week.

Meetings scheduled for Tuesday, March 23, 1999 may be found in the Daily Digest of today's RECORD.

MEETINGS SCHEDULED

MARCH 24

9:30 a.m.

Energy and Natural Resources

To hold hearings to examine nuclear waste storage and disposal policy, including S.608, to amend the Nuclear Waste Policy Act of 1982.

SD-366

Environment and Public Works

To hold hearings on voluntary activities to reduce the emission of greenhouse gases.

SD-406

Indian Affairs

To hold hearings on S.399, to amend the Indian Gaming Regulatory Act.

SD-628

Rules and Administration

To hold hearings on campaign contribution limits.

SR-301

10 a.m.

Veterans' Affairs

To hold joint hearings with the House Committee on Veterans' Affairs to review the legislative recommendations of the American Ex-Prisoners of War, AMVETS, Vietnam Veterans of America, and the Retired Officers Association.

345 Cannon Building

Armed Services

Personnel Subcommittee

To hold hearings on proposed legislation authorizing funds for fiscal year 2000 for the Department of Defense, focusing on active and reserve military and civilian personnel programs and the future years defense program.

SR-222

Appropriations

Legislative Branch Subcommittee

To hold hearings on proposed budget estimates for fiscal year 2000 for the Secretary of the Senate, Sergeant at Arms, and the Congressional Budget Office.

SD-116

Appropriations

Commerce, Justice, State, and the Judiciary Subcommittee

To hold hearings on proposed budget estimates for fiscal year 2000 for the Federal Bureau of Investigation and the

Drug Enforcement Administration, Department of the Justice.

SD-124

Foreign Relations

Western Hemisphere, Peace Corps, Narcotics and Terrorism Subcommittee

To hold hearings on Colombia's threat to United States interests and regional security.

SD-419

Governmental Affairs

To resume hearings on the future of the Independent Counsel Act.

SH-216

Banking, Housing, and Urban Affairs

Securities Subcommittee

To hold hearings to examine fee collection policies under the Securities Act of 1933 and Securities Exchange Act of 1934.

SD-538

Judiciary

Constitution, Federalism, and Property Rights Subcommittee

To hold hearings on S.J.Res.3, proposing an amendment to the Constitution of the United States to protect the rights of crime victims.

SD-226

Appropriations

Defense Subcommittee

To hold hearings on proposed budget estimates for fiscal year 2000 for the Department of the Army.

SD-192

2 p.m.

Energy and Natural Resources

National Parks, Historic Preservation, and Recreation Subcommittee

To hold hearings on S.323, to redesignate the Black Canyon of the Gunnison National Monument as a national park and establish the Gunnison Gorge National Conservation Area; S.338, to provide for the collection of fees for the making of motion pictures, television productions, and sound tracks in units of the Department of the Interior; and S.568, to allow the Department of the Interior and the Department of Agriculture to establish a fee system for commercial filming activities in a site or resource under their jurisdictions.

SD-366

Intelligence

To hold closed hearings on pending intelligence matters.

SH-219

Armed Services

Airland Subcommittee

To hold hearings on proposed legislation authorizing funds for fiscal year 2000 for the Department of Defense, focusing on Army modernization, and the future years defense program.

SR-222

Judiciary

Criminal Justice Oversight Subcommittee

To hold hearings on the effect of State ethics rules on federal law enforcement.

SD-226

Foreign Relations

European Affairs Subcommittee

To hold hearings on issues relating to the European Union, focusing on internal reform, enlargement, and a common foreign policy.

SD-419

2:30 p.m.

Armed Services

SeaPower Subcommittee

To hold hearings to examine littoral force protection and power projection in the 21st century.

SR-232A

MARCH 25

9:30 a.m.

Energy and Natural Resources

To hold oversight hearings on the economic impacts of the Kyoto Protocol to the Framework Convention on Climate Change.

SD-366

Health, Education, Labor, and Pensions

Public Health Subcommittee

To hold hearings on issues relating to bioterrorism.

SD-430

10 a.m.

Foreign Relations

To hold hearings on issues relating to United States-Taiwan relations.

SD-419

Commission on Security and Cooperation in Europe

To hold hearings to examine certain issues concerning the return of property confiscated by fascist and communist regimes to their rightful owners in post-communist Europe.

2255 Rayburn Building

Appropriations

Transportation Subcommittee

To hold hearings on proposed budget estimates for fiscal year 2000 for the United States Coast Guard, Department of Transportation.

SD-124

Commerce, Science, and Transportation

Surface Transportation and Merchant Marine Subcommittee

To hold hearings on issues relating to grade crossing safety.

SD-106

Appropriations

Treasury and General Government Subcommittee

To hold hearings on proposed budget estimates for fiscal year 2000 for the Department of the Treasury.

SD-138

Judiciary

Business meeting to consider pending calendar business.

SD-226

Appropriations

Commerce, Justice, State, and the Judiciary Subcommittee

To hold hearings on proposed budget estimates for fiscal year 2000 for the Federal Communications Commission and the Securities and Exchange Commission.

S-146 Capitol

Governmental Affairs

Oversight of Government Management, Restructuring and the District of Columbia Subcommittee

To hold oversight hearings to examine multiple program coordination in early childhood education.

SD-342

Commerce, Science, and Transportation

Aviation Subcommittee

To hold hearings on proposed legislation dealing with modernizing air traffic control programs.

SR-253

10:30 a.m.

Appropriations

Foreign Operations Subcommittee

To hold hearings on the Wye Package and terrorist attacks of United States citizens in Israel.

SD-192

2 p.m.

Commerce, Science, and Transportation

Communications Subcommittee

To hold hearings on satellite reform issues.

SR-253

Judiciary

Youth Violence Subcommittee

To hold hearings on the President's proposed budget request for fiscal year 2000 for Office of Justice Programs, Department of Justice.

SD-226

YEAR 2000 TECHNOLOGY PROBLEM

To hold hearings on Y2K compliancy issues, with regard to defusing United States and Russian nuclear concerns.

SD-562

Intelligence

To hold closed hearings on pending intelligence matters.

SH-219

APRIL 14

9:30 a.m.

Commerce, Science, and Transportation

To hold hearings to examine the published scandals plaguing the Olympics.

SR-253

Indian Affairs

To hold oversight hearings on the implementation of welfare reform for Indians.

SR-485

APRIL 20

9:30 a.m.

Energy and Natural Resources

To hold hearings on S.25, to provide Coastal Impact Assistance to State and local governments, to amend the Outer Continental Shelf Lands Act Amendments of 1978, the Land and Water Conservation Fund Act of 1965, the Urban Park and Recreation Recovery Act, and the Federal Aid in Wildlife Restoration Act (commonly referred to as the Pittman-Robertson Act) to establish a fund to meet the outdoor conservation and recreation needs of the American people; S.446, to provide for the permanent protection of the resources of the United States in the year 2000 and beyond; and S.532, to provide increased funding for the Land and Water Conservation Fund and Urban Parks and Recreation Recovery Programs, to resume the funding of the State grants program of the Land and Water Conservation Fund, and to provide for the acquisition and development of conservation and recreation facilities and programs in urban areas.

SD-366

Indian Affairs

To hold oversight hearings on the implementation of the Native American Graves Protection and Repatriation Act.

SR-485

APRIL 21

9:30 a.m.

Indian Affairs

To hold hearings on S.401, to provide for business development and trade promotion for native Americans, and for other purposes.

SR-485

2 p.m.

Energy and Natural Resources

Forests and Public Land Management Subcommittee

To hold oversight hearings to review the Memorandum of Understanding signed by multiple agencies regarding the Lewis and Clark bicentennial celebration.

SD-366

APRIL 27

9:30 a.m.

Energy and Natural Resources

To resume hearings on S.25, to provide Coastal Impact Assistance to State and local governments, to amend the Outer Continental Shelf Lands Act Amendments of 1978, the Land and Water Conservation Fund Act of 1965, the Urban Park and Recreation Recovery Act, and the Federal Aid in Wildlife Restoration Act (commonly referred to as the Pittman-Robertson Act) to establish a fund to meet the outdoor conservation and recreation needs of the American people; S.446, to provide for the permanent protection of the resources of the United States in the year 2000 and beyond; and S.532, to provide increased funding for the Land and Water Conservation Fund and Urban Parks and Recreation Recovery Programs, to resume the funding of the State grants program of the Land and Water Conservation Fund, and to provide for the acquisition and development of conservation and recreation facilities and programs in urban areas.

SD-366

APRIL 28

9:30 a.m.

Indian Affairs

To hold oversight hearings on Bureau of Indian Affairs capacity and mission.

SR-485

MAY 4

9:30 a.m.

Energy and Natural Resources

To resume hearings on S.25, to provide Coastal Impact Assistance to State and local governments, to amend the Outer Continental Shelf Lands Act Amendments of 1978, the Land and Water Conservation Fund Act of 1965, the Urban Park and Recreation Recovery Act, and the Federal Aid in Wildlife Restoration Act (commonly referred to as the Pittman-Robertson Act) to establish a fund to meet the outdoor conservation and recreation needs of the American people; S.446, to provide for the permanent protection of the resources of the United States in the year 2000 and beyond; and S.532, to provide increased funding for the Land and Water Conservation Fund and Urban Parks and Recreation Recovery Programs, to resume the funding of the State grants program of the Land and Water Conservation Fund, and to provide for the acquisition and development of conservation and recreation facilities and programs in urban areas.

SD-366

Indian Affairs

To hold oversight hearings on Census 2000, implementation in Indian Country.

SR-485

MAY 5

9:30 a.m.

Indian Affairs

To hold oversight hearings on Tribal Priority Allocations and Contract Support Costs Report.

SR-485

MAY 6

9:30 a.m.

Energy and Natural Resources

To hold hearings to examine the results of the December 1998 plebiscite on Puerto Rico.

SH-216

MAY 12

9:30 a.m.

Indian Affairs

To hold oversight hearings on HUBzones implementation.

SR-485

MAY 19

9:30 a.m.

Indian Affairs

To hold hearings on S.614, to provide for regulatory reform in order to encourage investment, business, and economic development with respect to activities conducted on Indian lands.

SR-485

SEPTEMBER 28

9:30 a.m.

Veterans' Affairs

To hold joint hearings with the House Committee on Veterans' Affairs to review the legislative recommendations of the American Legion.

345 Cannon Building

POSTPONEMENTS

MARCH 24

9:30 a.m.

Commerce, Science, and Transportation

To hold hearings on telecommunication broad band issues.

SR-253